National Child Care Information Center

A service of the Child Care Bureau

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NCCIC

PRINCIPLES and QUICK RESOURCES for PROFESSIONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT SYSTEM PRINCIPLES TO CONSIDER

- ✓ *Provide a continuum of training and follow-up activities*
- ✓ *Systematically design, sequence, and implement activities*
- ✓ *Embed opportunities for ongoing evaluation*
- ✓ *Build on a clearly articulated philosophical framework and on a core body of knowledge*
- ✓ *Tie to a system of licensure, credentialing, and certification*

A Conceptual Framework for Early Childhood Professional Development: A Position Statement (November 1993), by the National Association for the Education of Young Children, available on the Web at http://www.naeyc.org/about/positions/pdf/PSCONF98.PDF.

Currently under revision, this position statement outlines a framework for effective professional development of early childhood educators that identifies key principles and premises that apply across the diverse roles and settings of early childhood professionals.

Within professional development systems are several interconnected components or strategies that fall under five broad elements: 1) Funding; 2) Core Knowledge; 3) Qualifications and Credentials; 4) Quality Assurances; and 5) Access and Outreach. *Elements of a Professional Development System for Early Care and Education: A Simplified Framework—Component Examples and Definitions* (2002), by NCCIC, outlines and defines this simplified framework and is available on the Web at http://nccic.org/pubs/goodstart/pdsystem.html or in PDF at http://nccic.org/pubs/goodstart/pdsystem.pdf.

State Example

Planning for Professional Development in Child Care: A Guide to Best Practices and Resources (October 2001), by North Carolina Institute for Early Childhood Professional Development, available on the Web at http://www.ncchildcare.org/best.pdf.

This manual presents an overview of professional development for those individuals and organizations who are involved in designing, coordinating, and promoting professional development opportunities for the child care workforce in their local community.

LEARNING PRINCIPLES TO CONSIDER

✓ *Focus on unique qualities of adult learners*

✓ *Build on participants' past experiences, strengths, and knowledge*

✓ *Incorporate relevant cultural, background, linguistic, and individual frameworks*

✓ *Enhance a spirit of lifelong learning and reflective skills*

Adult Learners and State Policy (February 2003), by Richard A. Voorhees and Paul E. Lingenfelter, a joint publication of the State Higher Education Executive Officers and the Council for Adult and Experiential Learning (CAEL), available on the Web at http://www.sheeo.org/workfrce/CAEL%20paper.pdf.

This resource details adult education participation statistics, the needs of adult learners, policy implications, and State policies and strategies that have or can be enacted to support adult learning.

Facts and Figures on adult learning from the Center for Lifelong Learning are available on the Web at http://www.acenet.edu/clll/record.

The Web site *Ageless Learner* includes *How Adults Learn*, by Marcia L. Conner, available on the Web at http://agelesslearner.com/intros/adultlearning.html. This Web blog provides a concise introduction to adult learning theory, and information on books and links to other Web sites about how adults learn.

Professional Development for Adult Education Instructors (December 2001), by Michelle Tolbert, published by the National Institute for Literacy (NIFL), available on the Web at http://www.nifl.gov/nifl/policy/development.pdf.

This report synthesizes professional development in adult education, including the funding sources for professional development. Also included are reviews of data collected from the NIFL survey of State professional development systems.

State-Example

Adult Learning Principles (December, 2002), by Pennsylvania Pathways, available on the Web at http://www.papathways.org/PDFs/AdLearnPrinPut2Prac.pdf.

This two-page form delineates eight basic principles and provides related practice application questions.

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